

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**

Item No. 5b

Date of Meeting February 1, 2011

**DATE:** January 27, 2011

**TO:** Tay Yoshitani, Chief Executive Officer

**FROM:** Trish Murphy, Labor Relations Director

**SUBJECT:** Memorandum of Understanding between Teamsters Local Union No. 117 and the Port of Seattle regarding breaks and lunches.

**REQUESTED ACTION:**

Request for the Chief Executive Officer to execute a Memorandum of Understanding between the Port of Seattle and Teamsters Local Union No. 117 representing Police Specialists permitting Police Specialists to combine their breaks and lunches if they choose.

**BACKGROUND:**

This memorandum covers eight Police Specialist positions in the Police Department in the Corporate Division. The term of the collective bargaining agreement in effect is July 1, 2008 through June 30, 2012.

The agreement permits Police Specialists to combine their breaks and lunches if they choose. The combined breaks and half hour meal period total one hour, which must be taken during the day rather than used to shorten the workday. The language of the agreement emphasizes that the Police Department encourages employees to take their breaks during the middle of each four hour work period and that the option to combine breaks and lunches is for the employees' convenience. The existing collective bargaining agreement does not contain language on the subject of combining breaks and lunches.

**SCOPE OF THE AGREEMENT:**

**Term of the Agreement**

The agreement will remain in effect through December 31, 2011.

**OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:**

Memorandum of Understanding between the Port of Seattle and Teamsters Local Union No. 117 (combining breaks and lunches).